Gender-Bases Analysis Plus

Institutional GBA Plus governance and capacity

Gouvernance

The NBC has designated the Acting Secretary, as a resource person for ACS Plus. It is within the General Directorate that information related to GBA Plus is developed for the various annual reports. The NBC will consult available resources and continue its exchanges with representatives of other small federal organizations that share its institutional reality.

Capacity

The NBC does not have the resources to conduct data analysis and therefore to dedicate staff to ACS Plus.

The NBC will continue to recommend the ACS Plus online course to managers and staff in key sectors (e.g. managers, human resources managers) and to make the training accessible to all staff by posting it on the intranet.

The NBC will once again ensure that various identity factors, such as gender, age, Indigenous origin or identity, living with a disability, etc., are taken into account when developing projects and creating or updating services and activities.

Human resources (full-time equivalents) dedicated to GBA Plus

Less than 0.25 FTE is dedicated to ACS Plus.

Gender and diversity impacts, by program

Core responsability: Conservation

Program name: Maintenance of infrastructure and security

Due to its capacity, the NBC does not have a data collection plan. However, the NBC does collect feedback on accessibility and has also included a question on this subject in its surveys. This feedback is immediately submitted to the sector concerned, which makes the necessary adjustments where possible, or takes it into account for the next action plan. The NBC will continue to ensure that real estate and heritage assets are repaired and restored, to the greatest extent possible, according to a universal design, in order to meet the needs of all individuals, regardless of age, size or physical ability.

Program goals: The infrastructure maintenance and security program is aimed in particular at protecting natural, cultural and heritage assets, so that the NBC can offer users - regardless of their income, gender or age, etc. - free and safe access to Battlefields Park, which is an island of nature

and freshness in an urban environment, as well as a place to practice many sports. In so doing, the NBC contributes to reducing social isolation and creating a healthier environment.

GBA Plus data collection plan

The NBC does not collect any data for this program. In fact, due to its capacity, the NBC does not have a data collection plan. However, the NBC does collect feedback on accessibility and has also included a question on this subject in its surveys. Follow-up to improve the program's impact on diversity can thus be undertaken.

Core responsibility: Promotion of heritage

Program name: Educational, cultural and heritage activities

The NBC will maintain and develop its offer of adapted educational activities for newcomers, students in immersion in one of the two official languages, people living with a physical or mental disability and groups with learning difficulties, in addition to promoting and publicizing activities for groups in special education (website and social media). The NBC will offer individualized guidance for the vast majority of activities and exhibitions in its program, so that they can be adapted to the specific needs of each person and to promote accessibility. In fact, some activities can be adapted to groups in special education, or those with reduced mobility or disabilities.

When animation allows, the NBC will continue to offer its guides the opportunity to play a male or female role, regardless of their gender identity.

Access to the Plains of Abraham Museum will also remain free for groups learning French, holders of the Cultural Pass for New Immigrants and those

accompanying people with disabilities.
The NBC will continue to offer two activities free of charge to deaf or hard-of-hearing students from a specialized school in the Quebec City area, and to offer certain activities free of charge to economically disadvantaged groups to ensure greater accessibility.

Kéroul's accessibility certification will remain in force. Kéroul is a non-profit organization dedicated to making tourism and culture accessible to people with restricted physical ability.

Initiatives to enhance the experience of the general public at the Edwin-Bélanger Bandstand will continue, notably by delimiting the section dedicated to people with reduced mobility and improving its surface.

Two inter-institutional agreements remain in force with Tourisme Autochtone Québec and the Musée huron-wendat, fostering the exchange of best practices, services and promotion between the organizations.

The NBC will continue to increase diversity in this program by presenting an inclusive cultural and historical offering.

Program goals:

The Educational, Cultural and Heritage Activities program is designed to give a wide range of visitors access to the NBC's historical, heritage and cultural content.

GBA Plus data collection plan

The NBC does not collect data for this program. However, in terms of accessibility, when feedback is received, follow-up to improve the program's impact on diversity can be undertaken.

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